

**CITY OF OSKALOOSA, IOWA
ASSIGNED PAY GRADES**

Effective July 1, 2022 for FY July 1, 2022 - June 30, 2023 (2.00%)

CLASS TITLE	STEPS										
	A	B	C	D	E	F	G	H	I	J	K
Administrative Assistant I	\$31,003	\$31,757	\$32,556	\$33,361	\$34,215	\$35,071	\$35,926	\$36,825	\$37,733	\$38,689	\$41,228
Administrative Assistant II	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
Lab Technician	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$43,911	\$44,994	\$47,879
WWTP Operator I	\$39,868	\$40,855	\$41,839	\$42,873	\$43,911	\$44,994	\$46,076	\$47,210	\$48,349	\$49,525	\$52,746
Code Enforcement Officer	\$41,866	\$42,862	\$43,904	\$44,980	\$46,059	\$47,178	\$48,345	\$49,489	\$50,692	\$51,934	\$55,278
Payroll/HR Clerk	\$43,911	\$44,994	\$46,076	\$47,212	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$58,131
WWTP Operator II	\$43,911	\$44,994	\$46,076	\$47,212	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$58,131
Deputy City Clerk	\$45,570	\$46,661	\$47,787	\$48,958	\$50,135	\$51,350	\$52,613	\$53,874	\$55,178	\$56,529	\$60,169
WWTP Operator III	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,250	\$64,072
Fire Captain	\$50,757	\$51,967	\$53,229	\$54,531	\$55,842	\$57,198	\$58,603	\$60,000	\$61,457	\$62,962	\$67,017
Street Supervisor	\$50,757	\$51,967	\$53,229	\$54,531	\$55,842	\$57,198	\$58,603	\$60,000	\$61,457	\$62,962	\$67,017
Management Analyst	\$50,757	\$51,967	\$53,229	\$54,531	\$55,842	\$57,198	\$58,603	\$60,000	\$61,457	\$62,962	\$67,017
Parks Superintendent	\$53,229	\$54,530	\$55,842	\$57,199	\$58,603	\$60,000	\$61,457	\$62,963	\$64,512	\$66,062	\$70,292
Golf Course Superintendent	\$53,229	\$54,530	\$55,842	\$57,199	\$58,603	\$60,000	\$61,457	\$62,963	\$64,512	\$66,062	\$70,292
Building Official	\$58,506	\$59,904	\$61,357	\$62,856	\$64,405	\$65,949	\$67,540	\$69,188	\$70,878	\$72,620	\$77,313
WWTP Superintendent	\$60,028	\$61,462	\$62,952	\$64,490	\$66,080	\$67,664	\$69,297	\$70,986	\$72,720	\$74,508	\$79,322

Police Sergeant	\$58,605	\$59,999	\$61,458	\$62,964	\$64,506	\$66,087	\$67,706
Police Lieutenant	\$65,437	\$67,027	\$68,669	\$70,352	\$72,076	\$73,842	\$75,651

DEPARTMENT HEADS

Library Director	\$56,075	(Subject to Library Board approval.)
Public Works Director	Vacant	
City Clerk/Finance Director	\$100,000	
Fire Chief	\$81,600	
Police Chief	\$92,774	
Development Services Director	\$109,147	
City Manager	\$147,000	(Established by Council approved contract, base salary set as of June 13, 2022)

Pool Employee Wages

(Effective April 1, 2021)

Manager	\$7,250	Per summer season
Admissions	\$8.25	per hour
Concessions	\$8.40	per hour
Lifeguards 1st year & Subs	\$10.00	per hour
Lifeguards 2nd year	\$10.25	per hour
Lifeguards 3rd year	\$10.50	per hour
Lifeguards 4th year	\$10.75	per hour
Lifeguards 5th year	\$11.00	per hour
Assistant Manager - 2nd	\$11.25	per hour
Assistant Manager - 1st	\$11.50	per hour

RESERVE FIREFIGHTER WAGES

(Effective July 1, 2019)

Start	\$ 8.00	per hour
1st Year	\$ 8.50	per hour
2nd Year	\$ 9.25	per hour
3rd Year	\$ 10.00	per hour
4th Year	\$ 10.75	per hour
5th Year (Max)	\$ 11.50	per hour

Seasonal/Part Time Parks, Street Wages

(Effective April 1, 2021)

Range: Minimum wage to \$13.50 per hour

APPENDIX A

POLICE DEPARTMENT WAGE SCALE

FISCAL YEAR 21-22

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$50,005	\$52,506	\$55,135	\$57,893	\$60,788
	Hourly	\$24.04	\$25.24	\$26.51	\$27.83	\$29.23

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$31,617	\$33,196	\$34,869	\$36,640	\$38,463	\$42,060
	Hourly	\$15.20	\$15.96	\$16.76	\$17.62	\$18.49	\$20.22

Increase 3.00%

FISCAL YEAR 22-23

	Steps	Start	1	2	3	4
POLICE OFFICERS	Annual	\$51,505	\$54,081	\$56,789	\$59,630	\$62,612
	Hourly	\$24.76	\$26.00	\$27.30	\$28.67	\$30.10

	Steps	Start	1	2	3	4	5
COMM SERVICE OFFICER	Annual	\$32,566	\$34,192	\$35,915	\$37,739	\$39,617	\$43,322
	Hourly	\$15.66	\$16.44	\$17.27	\$18.14	\$19.05	\$20.83

Increase 3.00%

APPENDIX A
Fire Fighter Wage Schedule

Effective July 1, 2020 (2.50% increase)

24 Hour Shift Firefighter						
	Step A	Step B	Step C	Step D	Step E	Step F
Annual	\$41,032	\$42,731	\$44,542	\$46,461	\$48,491	\$53,263
Hourly	\$14.09	\$14.67	\$15.30	\$15.96	\$16.65	\$18.29
Day Shift Firefighter						
Annual	\$41,032	\$42,731	\$44,542	\$46,461	\$48,491	\$53,263
Hourly	\$16.61	\$17.30	\$18.03	\$18.81	\$19.63	\$21.56
Overtime	\$24.92	\$25.95	\$27.05	\$28.22	\$29.45	\$32.35

* Effective July 1, 2021 (3.00% Increase)

24 Hour Shift Firefighter						
	Step A	Step B	Step C	Step D	Step E	Step F
Annual	\$42,263	\$44,013	\$45,878	\$47,855	\$49,946	\$54,861
Hourly	\$14.51	\$15.11	\$15.75	\$16.43	\$17.15	\$18.84
Day Shift Firefighter						
Annual	\$42,263	\$44,013	\$45,878	\$47,855	\$49,946	\$54,861
Hourly	\$17.11	\$17.82	\$18.57	\$19.37	\$20.22	\$22.21
Overtime	\$25.67	\$26.73	\$27.86	\$29.06	\$30.33	\$33.32

Effective July 1, 2022 (2.00% Increase)

24 Hour Shift Firefighter						
	Step A	Step B	Step C	Step D	Step E	Step F
Annual	\$43,108	\$44,893	\$46,796	\$48,812	\$50,945	\$55,958
Hourly	\$14.80	\$15.42	\$16.07	\$16.76	\$17.49	\$19.22
Day Shift Firefighter						
Annual	\$43,108	\$44,893	\$46,796	\$48,812	\$50,945	\$55,958
Hourly	\$17.45	\$18.18	\$18.95	\$19.76	\$20.63	\$22.66
Overtime	\$26.18	\$27.26	\$28.42	\$29.64	\$30.94	\$33.98

APPENDIX A

City of Oskaloosa
Public Professional Maintenance Employees Local 2003

Effective July 1, 2022 (2.0% increase)

FY 2022-2023												
Grade		A	B	C	D	E	F	G	H	I	J	K
4	Library Aide	\$25,927	\$26,564	\$27,205	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$34,200
4	Custodian	\$25,927	\$26,564	\$27,205	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$34,200
5	Senior Library Aide	\$27,204	\$27,846	\$28,533	\$29,222	\$29,916	\$30,655	\$31,427	\$32,133	\$32,917	\$33,709	\$35,888
8	Library Assistant	\$31,393	\$32,133	\$33,076	\$33,709	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$41,425
10	Secretary II	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
10	Account Clerk	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
10	Library Admin. Asst.	\$34,547	\$35,385	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$45,630
11	Motor Eq. Operator I	\$36,220	\$37,110	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$43,911	\$44,994	\$47,879
12	Children's Librarian	\$37,994	\$38,934	\$39,868	\$40,854	\$41,839	\$42,871	\$43,911	\$44,994	\$46,076	\$47,212	\$50,237
13	Motor Eq. Operator II	\$39,868	\$40,855	\$41,839	\$42,873	\$43,911	\$44,994	\$46,076	\$47,210	\$48,349	\$49,525	\$52,746
15	Lead Motor Equip. Opr.	\$43,911	\$44,994	\$46,076	\$47,212	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$58,131
17	Auto Mechanic	\$48,349	\$49,525	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,250	\$64,072
18	Building Inspector	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$67,303
18	Engineer Technician	\$50,758	\$51,988	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$67,303
19	Senior Engineer Tech	\$53,272	\$54,598	\$55,933	\$57,308	\$58,738	\$60,168	\$61,646	\$63,178	\$64,753	\$66,358	\$70,635